

Third Party Name: Azure Tester

Application ID: RT-2021-1452

Reference Letter

References letters should:

- Describe the applicant's academic strengths (intellectual curiosity, leadership qualities, demonstrated interests and resourcefulness, commitment to research career, creativity and critical thinking skills, etc).
- Provide specific details about the recognized or potential research experience and academic strengths (quality of education, scientific training, research experience, mentoring experience, collaborations, potential to carry out independent research, etc).
- If the applicant has submitted a KT-Science program of research, please comment on the applicant's potential to work with diverse user-groups.

To mitigate unconscious gender bias in reference letters, it is strongly recommended that referees:

- Be attentive to the potential for unconscious bias in the language you use to describe the applicant in your letter. For example, research has shown that women applicants are more likely to be described using "grindstone" words that emphasize effort (e.g., hard-working) while men are more likely to be described using words that emphasize their accomplishments.
- For a quick reference guide to avoiding gender bias in reference writing, consider using [this guide](#) when writing the letter.

REFERENCE LETTER

FREE FORM

With official logo

With signature

References letters should:

- a) Describe the applicant's academic strengths and intellectual capacity
- b) Provide specific details about the applicant's recognized or potential research expertise, competence, and abilities (quality of education, research experience, mentoring experience, collaborations, potential to carry out independent research, etc).
- c) If the applicant has submitted a KT Science research project, please comment on the applicant's potential to work with diverse user groups.